



John M. Stephen

partner

John has practiced exclusively in the labor and employment law field for more than 40 years, representing employers throughout the country in administrative, arbitration, mediation, trial and appellate proceedings involving all types of labor and employment issues ranging from employment discrimination and wrongful discharge claims to alleged non-compete and wage and hour violations.

In addition to being admitted to all Ohio courts; the U.S. Supreme Court; U.S. Court of Appeals for the Second, Third and Sixth Circuits; and U.S. District Courts in Ohio, Michigan, Kentucky, Indiana and Illinois; John frequently provides training to employers and industry groups on human resource “best practices” and litigation avoidance. He has been an adjunct professor at the Capital University Law and Graduate Center since 1987 and co-editor of *Ohio Employment Practices Law* (Thompson-West) from 1991-2014. John is recognized by *Best Lawyers*® and *Chambers USA* in the area of Labor and Employment Law and by *Ohio Super Lawyers*®. He was also nominated as a *BTI Client Service All-Star* for 2013.

BAR ADMISSIONS

- Ohio
- U.S. Court of Appeals for the Second Circuit
- U.S. Court of Appeals for the Third Circuit
- U.S. Court of Appeals for the Sixth Circuit
- U.S. District Court for the Southern District of Ohio
- U.S. District Court for the Northern District of Ohio
- U.S. District Court for the Eastern District of Michigan
- U.S. District Court for the Western District of Michigan
- U.S. District Court for the Eastern District of Kentucky
- U.S. District Court for the Southern District of Indiana
- U.S. District Court for the Central District of Illinois
- Supreme Court of the United States

PRESENTATIONS

- “Complying with the Pregnant Workers Fairness Act (and Other Accommodation Obligations,” Porter Wright Employment Relations Seminar, June 4, 2024
- “Is the Juice Worth the Squeeze?,” Porter Wright Employment Relations Seminar, June 1, 2023

CONTACT

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Pronouns: he / him / his

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SOCIAL MEDIA

Blogs

employerlawreport.com

EDUCATION

The Ohio State University College of Law, J.D., 1979

DePauw University, B.A., *cum laude*, 1976

SERVICES

Labor & Employment

- Employment litigation
- Class and collective actions
- Trade secret protection and non-competition
- NLRB and other unfair labor practices representation
- Employment law compliance counseling
- State and federal workplace safety and health
- Reductions-in-force and restructuring
- Workplace privacy and technology

- “What's Next in Labor Law: Legislation & Ohio's Approach to the Workplace,” Porter Wright Employment Relations Seminar, June 7, 2022
- “The New Normal – Vaccine Mandates, Safety Requirements & the Impact on Employers,” Porter Wright Employment Relations Webinar, Nov. 12, 2021
- “The Power of Connection: Forget a Mentor, Find a Sponsor,” Ohio Women's Bar Association and Ohio Women's Bar Foundation Annual Conference, May 2, 2019
- “The Good, the Bad...and the Unknown,” Porter Wright Employment Relations Seminar, Nov. 1, 2017
- “Trekking Through the Reasonable Accommodation Interactive Process,” Porter Wright Employment Relations Seminar, Oct. 30, 2014

PUBLICATIONS

- *Ohio Employment Practices Law*, West Group, 1991-2014

HONORS | AWARDS

- *Chambers USA*, Labor & Employment, Ohio
- *The Best Lawyers in America*® “Lawyer of the Year,” Employment Law - Management, Columbus, Ohio, 2020, 2025
- *The Best Lawyers in America*®
- Ohio Super Lawyers
- *BTI Client Service All-Star*, 2013

SERVICES (CONTINUED)

Labor & Employment

- Recruiting, hiring and training
- Whistleblowing and retaliation
- Leave, FMLA and ADA reasonable accommodation counseling
- Executive compensation
- Wage and hour compliance
- Affirmative action
- Social media